



HUMAN RESOURCES OFFICE U.S. EMBASSY DHAKA

VACANCY ANNOUNCEMENT

ANNOUNCEMENT NUMBER – 14 - 066

OPEN TO: All Interested Candidates/All Sources

POSITION: Real Property Supervisor, FSN-9; FP-5
(Salary approx. Tk. 100,000 per month)

OPENING DATE: November 17, 2014

CLOSING DATE: December 1, 2014 (before 4:30 p.m.)

WORK HOURS: Full-time; 45 Hours/5 days per week

NOTE: ALL ORDINARILY RESIDENT (OR) APPLICANTS MUST HAVE THE REQUIRED WORK AND/OR RESIDENCY PERMITS TO BE ELIGIBLE FOR CONSIDERATION.

U.S. Embassy Dhaka is seeking applications for the position of **Real Property Supervisor** in the Real Property Management (RPM) Unit of the General Services Office (GSO).

BASIC FUNCTION: The incumbent is responsible for managing the mission's real property program, including leasing, procuring utilities, and liaising with local officials. S/he supervises 5 Real Property employees.



MAJOR DUTIES AND RESPONSIBILITIES:

- Manages Mission's leasing program in strict accordance with OBO (Overseas Building Operations) requirements, FAM and pertinent policies and regulations.
- Responsible for the management of the housing/leasing program which encompasses around 120 residential quarters, 1 leased office location, 3 Government owned (GO) properties, and a \$5 million annual budget.
- Assist the American General Services Officer (GSO) in charge of Housing in negotiating new and re-renegotiating existing leases. Provides critical input on decision for lease/purchase/ sale of properties. Advises the Inter-Agency Housing Board through the GSO in the assignment of quarters. Projects housing requirements well in advance and prepares the annual estimated housing budget.
- Ensures that residences are ready for incoming employees. Assists GSO/Supervisory GSO and/or Facility Manager in resolving occupants' concerns, complaints and problems by scheduling projects involving minor construction, retrofits and renovation prior to and after acceptance of a leased property and restoration of the property at the termination of the lease.
- Maintains a good business relationship with host government offices including Dhaka City Corporation, RAJUK, DESCO, WASA and Titas Gas to get better services for U.S. Government (USG) owned and leased properties. Supervises receipt, verification and processing of all utility billings to FMO and USAID Financial Management for payment. Resolves construction problems affecting the use of neighboring USG premises.
- Coordinates with the Embassy and USAID Financial Management and supervises the budget preparation, analysis and the preparation of reports concerning USG owned and leased properties. Supervises the preparation of documents for acquisition of new property or lease renewal. Drafts memos/correspondence and fund reservation requests as appropriate for Mission leases. Supervises the preparation of real estate reports, including Real Property Application (RPA), ensuring accuracy, completeness of data, legality and conformance with governing policy and procedures. Advises the Housing Officer, Facilities Manager and other OBO officials on local real estate practices. Ensures waiver from the Department for the houses/leases which are above size and/or cost standards, or any other reason as required.
- Provides overall supervision to the Real Property Management Unit and timely evaluates the performance of Real Property Assistants; provides training/guidance to the Real Property Assistants in negotiating with utility companies, landlord's/representatives and City officials in order to obtain/achieve maximum possible benefit for the Embassy.



- Identify potential seismically safe properties for inclusion in the Mission's housing pool in coordination with the developers, real estate agents and potential landlords. Coordinate site inspections and technical surveys with POSHO (Post Occupational Safety and Health Officer), Security and Residential Maintenance to survey prospective residences to determine the necessary renovation work. Requests for seismic survey and works closely with the survey team to ensure seismic safety of the potential property. Negotiate with the landlords to renovate the residence per the survey report to ensure USG standards in terms of safety and security. Before taking the physical possession of any residence, ensure that all the work has been done satisfactorily.

QUALIFICATIONS REQUIRED:

- 1. Education:** Minimum of a bachelor's degree in Law, Business Administration, or in Commerce is required. *(You must attach a copy of your bachelor's degree certificate along with your application form.)*
- 2. Language Proficiency:** Level IV (Fluent) speaking/reading in English and Bangla is required. English language proficiency will be tested.
- 3. Prior Work Experience:** Minimum five years of progressively responsible experience in housing or a leasing company, or with a law firm specializing in Real Estate law, or with a Realtor, or five years of experience in U.S. Embassy Dhaka's GSO Real Property Unit is required.
- 4. Knowledge:** Thorough knowledge of Bangladesh property and tax law, leasing procedures, the Registration Act and utility regulations required. Must know the local housing market, comparing quality and value with comparable properties.
- 5. Skills and Abilities:** Keen negotiation, managerial and customer relations skills are required. Ability to use database, spreadsheet and word processing computer applications is essential. Good drafting ability and ability to analyze and evaluate problems of varying degree of difficulties. Should show imitativeness alertness, adaptability, tact and good judgment.

SELECTION PROCESS:

It is essential that candidates address the required qualifications above in the application. **Applicants who do not provide evidence that they meet the above qualification requirements may not be considered.** When



equally qualified, US Citizen Eligible Family Members (USEFMs) and U.S. Veterans will be given preference.

ADDITIONAL SELECTION CRITERIA

1. Management will consider nepotism/conflict of interest, budget, and residency status in determining successful candidacy.
2. Current employees serving a probationary period are not eligible to apply.
3. Current Ordinarily Resident employees with an Overall Summary Rating of Needs Improvement or Unsatisfactory on their most recent Employee Performance Report are not eligible to apply.
4. Currently employed US Citizen EFMs who hold a Family Member Appointment (FMA) are ineligible to apply for advertised positions within the first 90 calendar days of their employment.
5. Currently employed NORs hired under a Personal Services Agreement (PSA) are ineligible to apply for advertised positions within the first 90 calendar days of their employment unless currently hired into a position with a When Actually Employed (WAE) work schedule.
6. The candidate must be able to obtain and hold a security clearance.

TO APPLY:

Interested candidates for this position must submit the following for consideration of the application:

1. Form DS-174, "Universal Application for Employment as a Locally Employed Staff or Family Member" (UAE). **This form must be completed in English.** You may fill in the answers on a computer and print it, or print a blank copy and fill it out by hand.

[Application Form](#)

2. Candidates who claim US Veterans preference must provide a copy of their Form DD-214 with their application. Candidates who claim conditional US Veterans preference must submit documentation confirming eligibility for a conditional preference in hiring with their application.



3. Any other documentation (e.g., essays, certificates, awards) that addresses the qualification requirements of the position as listed above.

All Bangladeshi applicants must complete the application form and must attach the following documents; if you do not attach the below mentioned documents, your application will be considered incomplete and will not be processed further:

- I) A passport size photograph (taken within six months), and**
- II) A copy of Passport or Voter ID or Driver's License, and**
- III) A copy of educational or trade school certificate as required.**

Inaccuracies, omissions or false statements may be cause for disqualification or termination of employment. Information given on the application may be verified at any time.

SUBMIT APPLICATION TO:

Human Resources Office
Attention: HRO
Address: Embassy of the United States of America
Madani Avenue, Baridhara
Dhaka – 1212

All candidates must submit the **Universal Application for Employment form** DS-174 either by regular mail (postal service) **or**, deliver by Hand to the South barrier of the U.S. Embassy. **Please do not send applications via fax.**

Blank application forms are also available at the South barrier of the U.S. Embassy (near the Nepal & Vatican Embassy) and at our internet website at <http://dhaka.usembassy.gov/> (Go to “About Us” and click on “Job Opportunities”)

POINT OF CONTACT:

Human Resources Assistant
Telephone #5566 2000 (between 10am to 11am Sunday through Thursday)

CLOSING DATE FOR THIS POSITION: December 1, 2014

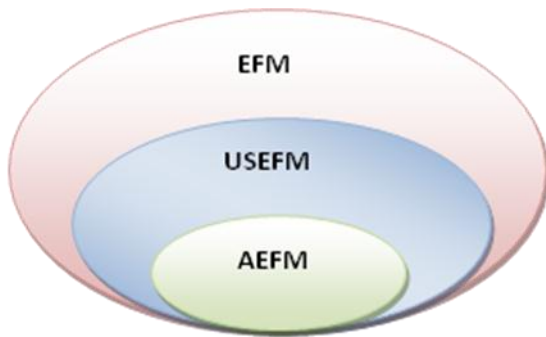


The U.S. Mission in Dhaka provides equal opportunity and fair and equitable treatment in employment to all people without regard to race, color, religion, sex, national origin, age, disability, political affiliation, marital status, or sexual orientation. The Department of State also strives to achieve equal employment opportunity in all personnel operations through continuing diversity enhancement programs.

The EEO complaint procedure is not available to individuals who believe they have been denied equal opportunity based upon marital status or political affiliation. Individuals with such complaints should avail themselves of the appropriate grievance procedures, remedies for prohibited personnel practices, and/or courts for relief.



Appendix A DEFINITIONS



This diagram demonstrates how an Appointment Eligible Family Member (AEFM) is also a U.S.- citizen Eligible Family Member (USEFM) as well as an Eligible Family Member (EFM).

1. **Eligible Family Member (EFM):** An individual related to a U.S. Government employee in one of the following ways:

- Spouse or same-sex domestic partner (as defined in [3 FAM 1610](#));
- Child, who is unmarried and under 21 years of age or, regardless of age, is incapable of self-support. The term shall include, in addition to natural offspring, stepchildren and adopted children and those under legal guardianship of the employee or the spouse when such children are expected to be under such legal guardianship until they reach 21 years of age and when dependent upon and normally residing with the guardian;
- Parent (including stepparents and legally adoptive parents) of the employee or of the spouse, when such parent is at least 51 percent dependent on the employee for support;
- Sister or brother (including stepsisters and stepbrothers, or adoptive sisters or brothers) of the employee, or of the spouse, when such sibling is at least 51 percent dependent on the employee for support, unmarried, and under 21 years of age, or regardless of age, incapable of self-support.

2. **U.S. Citizen Eligible Family Member (USEFM):** For purposes of receiving a preference in hiring for a qualified position, an EFM who meets the following criteria:

- U.S. Citizen; and,
- EFM (see above) at least 18 years old; and,



Listed on the travel orders of a direct-hire Foreign, Civil, or uniformed service member assigned to or stationed abroad with a USG agency that is under COM authority, or at an office of the American Institute in Taiwan; and either:

1. Resides at the sponsoring employee's or uniformed service member's post of assignment abroad or at an office of the American Institute in Taiwan; or
2. Resides at an Involuntary Separate Maintenance Allowance (ISMA) location authorized under 3 FAM 3232.2.

3. **Appointment Eligible Family Member (AEFM):** EFM (see above) eligible for a Family Member Appointment for purposes of Mission employment:

- Is a U.S. citizen; and
- Spouse or same-sex domestic partner (as defined in [3 FAM 1610](#)) or a child of the sponsoring employee who is unmarried and at least 18 years old; and
- Is listed on the travel orders or approved Form [OF-126](#), Foreign Service Residence and Dependency Report, of a sponsoring employee, i.e., a direct-hire Foreign Service, Civil Service, or uniformed service member who is permanently assigned to or stationed abroad at a U.S. mission, or at an office of the American Institute in Taiwan (AIT), and who is under chief of mission authority; and
- Is residing at the sponsoring employee's post of assignment abroad or, as appropriate, office of the American Institute in Taiwan.
- Does not receive a Foreign Service or Civil Service annuity

4. **Member of Household (MOH):** An individual who accompanies a direct-hire Foreign, Civil, or uniformed service member permanently assigned or stationed at a U.S. Foreign Service post or establishment abroad, or at an office of the American Institute in Taiwan. An MOH is:

- Not an EFM; and,
- Not on the travel orders of the sponsoring employee; and,
- Has been officially declared by the sponsoring USG employee to the COM as part of his/her household.



A MOH is under COM authority and may include a parent, unmarried partner, other relative or adult child who falls outside the Department's current legal and statutory definition of family member. A MOH does not have to be a U.S. Citizen.

4. **Not Ordinarily Resident (NOR)** – An individual who:

- Is not a citizen of the host country; and,
- Does not ordinarily reside (*OR*, see below) in the host country; and,
- Is not subject to host country employment and tax laws; and,
- Has a U.S. Social Security Number (SSN).

NOR employees are compensated under a GS or FS salary schedule, not under the LCP.

5. **Ordinarily Resident (OR)** – A Foreign National or U.S. citizen who:

- Is locally resident; and,
- Has legal, permanent resident status within the host country; and,
- Is subject to host country employment and tax laws.

EFMs without U.S. Social Security Numbers are also OR. All OR employees, including U.S. citizens, are compensated in accordance with the Local Compensation Plan (LCP).

Cleared by:

HRO: x

GSO: x

FMO: x